

# NEWSLINE

Published weekly for employees of Lawrence Livermore National Laboratory

Friday, May 25, 2001

Vol. 26, No. 21

## State of the Lab unveils new ADs, FY02 budget outlook

By Lynda Seaver

NEWSLINE STAFF WRITER

In a televised talk on the state of the Lab, Director Bruce Tarter discussed the budget prospects for the upcoming fiscal year, the National Nuclear Security Administration, the UC contract and the recent appointment of John McTague as Vice President-Lab Management, and the appointment of a new deputy director for Strategic Operations, along with six associate directors.

While most of Tarter's talk last Friday was devoted to the appointment of new senior managers, Tarter spent the first portion of his speech discussing



“  
*UC now has a new framework, and the Lab will be very responsive.*  
—Bruce Tarter”

the recently proposed budget.

The budget requests more than \$1.08 billion for

the Lab, with the majority of that money going toward stockpile stewardship. However, many areas of Laboratory research may undergo budget revisions following various administration and congressional committee reviews.

“It's a pretty good budget for stockpile stewardship, and a go-ahead budget for NIF,” Tarter explained. “But we expect the budgets will be rethought, revised and reproduced” as the review process plays out during the summer, Tarter added. Until then, “all budgets have place holders and will most likely change following the reviews.”

See LAB, page 8



MICHAEL ANTHONY/TID

Sue Taylor of Engineering (right) greets an applicant at the Engineering and Computation job fair, held at the Shrine Event Center. More than 1,000 applicants submitted resumes.

### Job fair works well for Engineering, Comp

By Sheri Byrd

NEWSLINE STAFF WRITER

Last week's Engineering and Computation job fair, at Livermore's Shrine Event Center, took everyone by surprise.

“We had about 300 people pre-register,” said Beverly Hobson, chair for the job fair and engineer with New Technologies. “We expected maybe a couple of hundred more.”

What the fair coordinators got was more than 300 applicants in the first 20 minutes after the doors opened at 3 p.m., followed by more than 600 as the evening wore on, until the doors closed at 8 p.m.

More than one hundred interviewers from Engineering, two dozen from Computation and several more from Human Resources and

Technical Information Division staffed the fair.

Bill Warren, a deputy associate director from Computation, spent more than three hours in continuous interviews. “The line of people waiting to interview with Comp and Systems Network Department was out the door when I arrived,” he said. “But despite the long lines, people weren't impatient. They were glad to be talked to.”

“I saw some good people, with a range of experience and skills. Even if I don't get somebody, or not as many as I'd like, the Lab has made a strong community outreach.”

One hundred percent of the feedback evaluations submitted by nearly 200 of the attendees generously praised the fair and the Lab staff.

See JOB, page 8

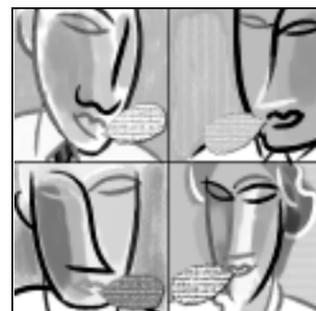
### Employees will get chance to assess their workplace when survey kicks off

When the employee survey, “Assessing the Workplace,” is released next week, it will provide the opportunity “to find what the ground truth is on the floor of the Lab,” said Director Bruce Tarter.

During his state-of-the-Lab address last Friday, and in a separate interview, Tarter urged all employees to take the time to fill out the survey, which will be available to employees beginning May 29. Over the last two days employees should have been mailed a list of instructions from International Survey Research, which is conducting the survey, a password allowing access to the survey Website and a memo from the Lab director. (Note: employees who have already received their passwords will not be able to access the survey site until May 29.)

As Tarter explained in his televised talk, over the past two years the Lab has become a different work-

See SURVEY, page 8



**SURVEY QUESTIONS & ANSWERS**  
— PAGE 7

### Tauscher will return to Lab to meet with employees

Congresswoman Ellen Tauscher will come to the Lab Thursday, May 31, for a brown bag discussion with employees.

Tauscher, whose 10th district includes the Lab, will meet with employees and take their questions between 11:30 a.m. and 12:30 p.m. in the Bldg. 361 auditorium. All employees are invited.



**Science fair students stand out at Intel contest**  
— Page 2



**In search of ways to bridge the ingenuity gap**  
— Page 3



**Lab launches campaign on cancer awareness**  
— Page 3



## LAB COMMUNITY NEWS

### Weekly Calendar

Technical Meeting Calendar, page 4

Friday  
**25**

The Benefits Office is hosting a **brown-bag session** on how to enhance your financial security by participating in the Tax-Deferred 403(b) today at 12:15 p.m. in Bldg. 571, conference room 2301. Additional sessions will be held the last Friday of each month through October. Attendance is open and no pre-registration is required. Bring your lunch and your questions.

...

Don't miss **LLESA Family Days at Great America**, May 26-28. General admission tickets are \$20.50 (over half-off the regular price), are good for any one of these days, and must be purchased by May 25 at the Time Zone. The Time Zone is located in Bldg. 317 and is open Monday through Friday, 11 a.m. until 3 p.m.

Monday  
**28**

The Laboratory will be closed for **Memorial Day**.

Tuesday  
**29**

The **LLESA Apple Computer Networking Group** will meet at 7 p.m. in the LLNL Visitor Center Press Room. Everyone

with an interest in Apple brand and compatible computers is welcome to attend. Contact: Jim Branum, 2-6766.

Thursday  
**31**

As part of Asian Pacific American Heritage Month, **author Iris Chang** will present "Tsien Hsue-shen and Wen ho Lee: The New McCarthyism" at noon in the Bldg. 361 auditorium. She is the author of "Thread of the Silkworm" and "The Rape of Nanking: The Forgotten Holocaust of World War II."

UP  
COMING

Plant Engineering is holding its annual **Chili Cook-Off** on Thursday, June 7, featuring food, music, prizes and fun. The cost of \$5 includes your choice of

mild linguica or barbecued chicken, potato salad, chips, salsa, a drink, and of course, chili. If you would like to enter your chili in the contest, contact Florann Mahler, 2-9173. To buy tickets, call Amelia Regacho, 3-2807.

...

Students and faculty working at the Lab are invited to sign up now for a brown bag lunch discussion with **Director Emeritus Edward Teller** at noon on Tuesday, June 12, in Bldg. 111, California Room. There are only 40 spots available for this event. Register by June 6 via the Web at <http://education.llnl.gov/sbb>. Contact: Sharice Tippens, 2-6480.

...

Space is still available for the two-day **Comprehensive Retirement Planning Workshop**, June 5-6, in the Bldg. 123 auditorium. The cost is \$95 and employees may bring their spouses at no additional charge by calling Benefits at 2-9955. Register at <http://www.llnl.gov/jobs/benefits>.

### Award-winning young scientists



PHOTO COURTESY OF KAREN KIERNAN

**S**adie Tierney (left) and Emily Sweeney, seniors at Amador Valley High School in Pleasanton, captured a \$1,000 third place award earlier this month at the Intel International Science and Engineering Fair for their project, "Emotion and Memory: Is There A Gender Bias?" In addition, the students also received a special award from the American Speech-Language-Hearing Association, which carried a \$500 prize. As the senior sweepstakes team winners in the Tri-Valley Science & Engineering Fair, the young women earned a spot at the international fair, where they competed against 1,200 students from across the country and more than 40 foreign nations. The individual sweepstakes winner from the Tri-Valley Fair, David Sprehn, also participated in the international fair with his math project, "Analysis of the Snake Game." The Laboratory is one of the founding organizing sponsors of the Tri-Valley Science & Engineering Fair.

### AROUND TOWN

#### Light bulb centennial tickets available

The Livermore Light bulb Centennial celebration and barbecue is slated for Friday, June 8 from 5 to 8 p.m. at Fire Station #6, 4550 East Ave.

Discounted advance sale tickets for the barbecue are available now at the LLESA office in Bldg. 415. Price is \$3 for adults and \$1 for children under 12.

The event will feature three bands from the 1900s, 1950s and 2000 era providing live music, ceremonial speeches, and a hamburger/hot dog plate with salad and soft drinks.

Light bulb souvenir T-shirts and postcards are on sale now at the Livermore Chamber of Commerce, 2157 First St. and the Livermore History Center in the old Carnegie building on Third Street.

#### Heritage guild auction Saturday night

The Livermore Heritage Guild annual fundraising auction and spaghetti dinner is Saturday, May 26, at the Duarte Garage, Portola and North L Street.

Doors open at 5 p.m. to view the auction

goods, the dinner is from 6 to 7 p.m. and the auction starts at 7 p.m. Advance sale dinner tickets are \$6 and can be purchased at the Livermore History Center in the Carnegie Building on Third Street from 11 a.m. to 3 p.m. today and Saturday.

#### Author details Morgan Territory Road

The Friends of the Livermore Public Library are hosting a book talk by Anne Marshall Homan, author of "The Morning Side of Mount Diablo" on Friday, June 8, at 7:30 p.m. at the Civic Center branch of the Livermore library.

"The Morning Side of Mount Diablo" is an illustrated account of the Bay Area's historic Morgan Territory Road. The title of the book comes from Jeremiah Morgan's phrase for the "territory" he gained and eventually lost.

Homan prefaces the 150-year history of Morgan Territory Road with a summary of the area's geology, the Native American people who traveled and traded in the surrounding hills, and of the mission and Mexican land grant areas.

She also presents the stories of people who settled along Morgan Territory Road.

### RETIREMENTS

#### Harry Galles

Harry Galles, head of the Environmental Protection Department at the Lab, is retiring after 34 years of service.

A retirement party is planned for him on Thursday, June 14, at the West Cafeteria beginning at 4 p.m.

The cost is \$12 and includes a gift.

RSVP to Connie Kirchner, 2-9342, or Frances Ferguson, 4-4265, no later than June 7.

### Newsline

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## AROUND THE LAB



# Lab groups launch cancer awareness campaign

By Elizabeth Campos Rajs

NEWSLINE STAFF WRITER

A coalition of Lab employee networking groups has taken the concept of National Cancer Survivors Day and expanded it to a monthlong cancer awareness campaign that will feature a number of speakers, including nationally recognized breast cancer specialist Dr. Susan Love.

The event gets under way with a symbolic awareness walk on Tuesday, June 5, at noon. Cancer survivors, supporters and employees are invited to participate in the 15-minute trek, which will begin in front of Health Services, proceed around the lake and down South Gate Drive and end at the LLESA pool/picnic area.

Participants in the walk will receive an event button as well as complimentary bottled water and cookies.

"The purpose of the campaign is to raise awareness about cancer. It should be a concern of everyone," said Mark Costella, chairman of the Lab campaign. "I've read that one in two men and one in three women will be touched by cancer at some point in their lives. Those are significant numbers."

Costella said the idea for an awareness campaign grew out of his interest in supporting friends who are participating in the Avon breast cancer walk in July.

"Women tend to be the caretakers and as a concerned male, I thought here's an opportunity for me to step forward and show my support. I started talking to others about this and there was an amazing outpouring of enthusiasm and excitement for organizing an awareness campaign at the Laboratory," he added.

Employee networking groups participating in the campaign include the Lesbian, Gay, Bisexual and Transgender Association, American Indian Activities Group, Amigos Unidos Hispanic Activity Group, Asian Pacific American Council, Association of Black Laboratory Employees, Lab Veterans Association, Lab Women's Association, Health Transitions for Women Committee and Piecemakers.

Laboratory programs supporting the effort include the Affirmative Action & Diversity Program,

Energy & Environment Directorate, Safety, Security and Environmental Protection, Physics & Advanced Technologies, Biology & Biotechnology Research Program, Chemistry and Material Sciences, National Ignition Facility Programs, NAI, Computation, Engineering and the Director's Office.

In addition to the walk, the campaign will feature six talks ranging from new research weapons in the fight against cancer, to drugs, diet and alternative medicine. There will also be a survivors panel featuring six Lab employees who have beaten the disease.

The scheduled talks are as follows :

- Lab physicists Rosemary Walling and Christine Hartmann-Siantar will present, "Peregrine: Advancing the Field of Radiation Treatment of Cancer," on Wednesday, June 7, at noon in the Bldg. 361 auditorium. Peregrine was developed at the Lab using advanced radiation simulation technology to improve the effectiveness and safety of radiation therapy for cancer patients. Peregrine, which has been licensed to NOMOS Corp., is a fast, economical 3-D Monte Carlo dose calculation system for radiation therapy planning.

- Jim Felton of Biology and Biotechnology Research Program will present, "BBRP Research Into Mutagens in the Food We Eat," on Tuesday, June 12, at noon in the Bldg. 361 auditorium. Felton, who is the division leader for the Molecular and Structural Biology Group, will discuss the long-term project to examine the amounts of the chemicals in foods and their effects in a variety of biological test systems.

- Dr. Cherie Evans, chief medical officer of the American Red Cross Blood Services in Northern California, will discuss, "When the Disease Can Be Cured But the Treatment Could Kill You: The Role of 'Stem Cells' in the Treatment of Cancer," on Thursday, June 14, at noon in the Bldg. 543 auditorium. Evans, who is also the chair of the Medical-Technical Advisory Committee of the Blood Centers of California, will talk about the use of chemotherapy to treat cancer and what happens when it also destroys the cells in bone marrow that produce the cellular element of blood.

- Barbara Sternfeld, an epidemiologist and exercise physiologist with Kaiser's Division of Research, and Donna Schaffer, a public health nutritionist, will discuss, "Can We Prevent Prostate Cancer? The Epidemiological Evidence," on Thursday, June 21, at noon in Bldg. 170. They will discuss the kickoff of the California Men's Health Study, a new project funded by the state of California to determine the causes of prostate cancer involving 100,000 Kaiser men of diverse ethnicities. An American Cancer Society representative will also be present to discuss issues related to diagnosis, treatment and quality of life for prostate cancer patients.

- Six Lab employees who have beaten cancer will participate in a cancer survivors panel on Friday, June 22, from 12:30 to 2 p.m. in Bldg. 543. The employees will share their stories and offer advice.

- Donald Hill, a Livermore pharmacist, will discuss "Drugs, Diet and Alternative Medicines to Help Treat Cancer," on Thursday, June 28, at noon in Bldg. 361. Hill, who has been a pharmacist in Livermore for 30 years, will offer information about medicine and its effects on the body.

- Dr. Susan Love, an adjunct professor of surgery at UCLA and the medical director of the Susan Love M.D. Breast Cancer Foundation, will present, "Wishful Thinking Is Not Enough," when she visits the Lab on Tuesday, July 10, to speak at noon in the Bldg. 123 auditorium. Love, who was appointed by President Clinton to the National Cancer Advisory Board, is one of the founders and a director of the National Breast Cancer Coalition. Her book, "Dr. Susan Love's Breast Book," was called the bible for women with breast cancer by The New York Times.

At each of the talks, there will be a quilt display commemorating breast cancer victims, survivors and caregivers by Susan Gray of the Raging Lights Breast Cancer Quilt Project.

For more information on the events, contact Mark Costella at 2-8999 or costella2@llnl.gov.

## Supply of innovative ideas insufficient to solve complex problems

By Elizabeth Campos Rajs

NEWSLINE STAFF WRITER

Are we, as a society, creating a world that is too complex to manage?

That's the question political science professor Thomas Homer-Dixon posed to a Lab audience at a recent talk and one that inspired his book, "The Ingenuity Gap." After several years of research, he has observed the ingenuity gap – his term for the gap between our need for practical and innovative ideas to solve complex problems and our actual supply of those ideas – occurring at all levels of society.

"Sometimes, despite the fact that we are being remarkably creative, we are exceeding our ability to keep up with the difficulty of the problems we face," he said. "We are creating problems that are harder than we can solve. The forces that are driving the increasing complexity and pace of our daily lives are also driving the increasing complexity of the global society."

Homer-Dixon, director of the Peace and Conflict Studies Program at the University of Toronto, Canada, was a presenter in the series, "Environmental Security and International Water Crisis," sponsored by the Energy and Environment Directorate and the Center for Global Security Research.

An expert on environmental security, he has led several international research projects examining the links between environmental stress and



Thomas Homer-Dixon

violence in developing countries.

"We had to address why some societies adapt to environmental stress, adjust and don't break down to violence, and some do," Homer-Dixon said. "I worked on this for some time and I started to see an ingenuity gap everywhere."

He defines ingenuity as "ideas applied to solve practical and social problems. They are sets of instructions that tell us how to arrange the constituent parts of our physical and social worlds in ways that help us achieve our goals. They are recipes for solving problems."

There are two types of ingenuity, he said, technical and social. "Technical refers to ideas for solving technical problems. Social is how we arrange ourselves in society. They are the things that allow us to live peacefully...I would argue that social ingenuity is more important. You have to get your social systems set up before you can tackle technical ingenuity."

Society's requirement for ingenuity is rising because of an increasing population, higher consumption of resources, and better and more widely available technologies for the movement of materials, energy and especially information, he said.

"These three things sharply raise the density, intensity and pace of our interactions with each other and the environment," he said. "Complexity is further increased when we must operate within tight resources and political and value constraints."

To illustrate his point, he described a 1989 plane crash when United Airlines flight 232 experienced engine trouble over Iowa. The tail engine blew up and all three hydraulic systems failed. The pilots lost control of the plane, but were eventually able to manage a series of right turns and crash landed the plane in Sioux City, Iowa. During the landing, the plane broke into five pieces. Nearly 200 people survived the crash and 111 people died.

"It's a remarkable story and very gripping,"

See GAP, page 5



## NEWS YOU CAN USE

### DDLs digs into ozone holes from Antarctica to Greenland

Susan Solomon, a senior scientist at the Aeronomy Laboratory of the National Oceanic Atmospheric Administration, will present "Ozone Depletion From Antarctica to Greenland," at 3:30 p.m. Thursday, May 31, in the Bldg. 123 auditorium.

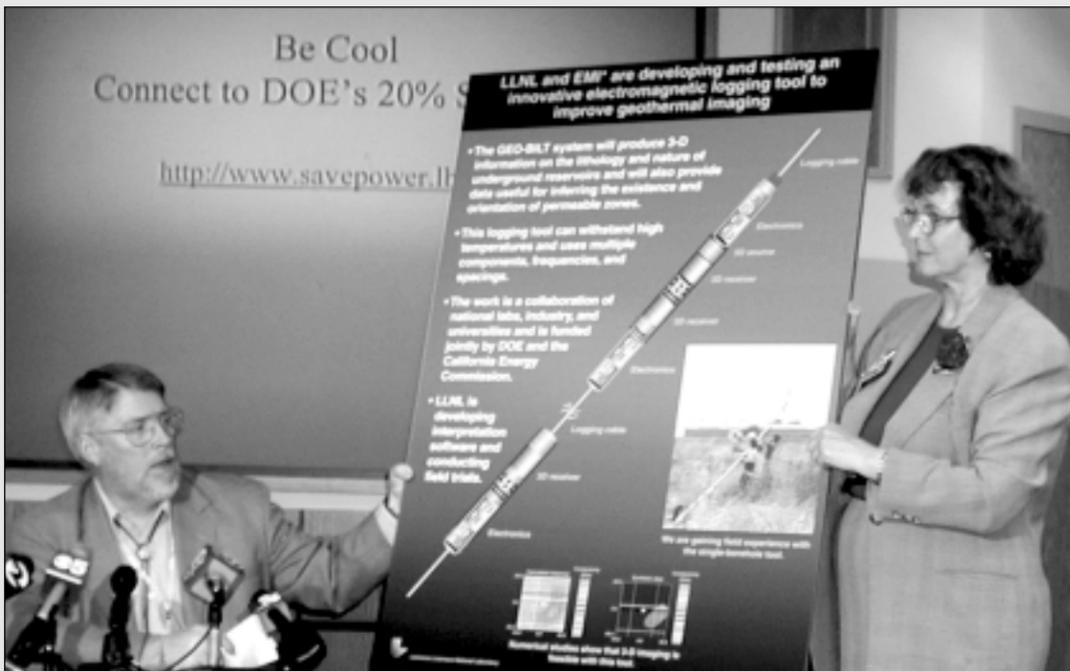
The talk is part of the Director's Distinguished Lecturer Series. Director Bruce Tarter invites all employees to attend.

When scientists at the British Antarctic Survey made the startling discovery in 1985 that a "hole" had opened in the Antarctic ozone layer, Solomon was there. According to Solomon, this study led to a remarkable change in scientific thought. Solomon will discuss the causes of ozone depletion in both the northern and southern hemispheres, the key role played by chemical reactions that occur on the surfaces of solid and liquid particles suspended in the stratosphere, and measurements of ozone changes throughout the world.

In the early 1980s, Solomon became interested in the chemistry of stratospheric ozone. She worked on computer simulations of the chemical processes that control stratospheric ozone. One of her key discoveries was a numerical study suggesting that the first step in formation of the ozone hole involves a reaction between chlorine compounds on the surfaces of polar stratospheric clouds.

Solomon served as the head project scientist for the National Ozone Expedition at McMurdo Station, Antarctica. The team measured chlorine dioxide, which was among the first chemical observations showing that chlorine from release of chlorofluorocarbons, such as those found in aerosol sprays and refrigeration systems, was the cause of the ozone hole. Since that time, her work has continued to involve both computer modeling and measurements.

### A cool showcase of energy efficiency



SCOTT WILSON, PAO

Fred Followill, left, of the Lab's Applied Energy Technologies Program, and Gina Kaiper, TID, are describing one of the Lab's energy saving innovations at the DOE-sponsored "Be Cool — Connect to DOE's 20% Solution" media event held at DOE-Oakland Wednesday. "Be Cool" granted energy experts at both LLNL and LBNL an opportunity to showcase DOE-sponsored research in the areas of energy conservation and efficiency. The highlight of the event was LBNL's new "20% Solution" Website, which is designed to help Californians reduce home energy use by as much as 20 percent or more.

## Technical Meeting Calendar

Friday  
25

### INSTITUTE FOR GEOPHYSICS & PLANETARY PHYSICS

"What Next for the Likely Pre-Supernova, Hd 179821?" by Michael A. Jura, UCLA. Noon,

Bldg. 319, room 205. Contact: Joanna Allen, 3-0621.

### MATERIALS SCIENCE & TECHNOLOGY

"Solidification Mechanism and Microstructures of Nanosized Powders of Sn-Bi Alloy," by Xifeng Yu, University of Kentucky. 10 a.m., Bldg. 235, gold room (uncleared area). Contact: Luke Hsiung, 4-3125, or Roberta Marino, 3-7865.

Tuesday  
29

### DEPARTMENT OF APPLIED SCIENCE

"Dynamics and Characteristics of a  $220 \pm 10$  eV  $4.6 \pm 0.5$  ns X-Ray Source on Z" by Tom

Sanford, Sandia National Laboratory, Albuquerque. 4 p.m., Bldg. 661 (Hertz Hall), room 7 (open area). Refreshments served at 3:30 p.m. for a "meet the speaker" session before seminar and at 5 p.m. after the seminar. Contact: Estelle Miller, 2-9787. (Please note this meeting has changed from our regularly scheduled Monday meeting because of the holiday.)

Wednesday  
30

### PHYSICS & ADVANCED TECHNOLOGIES

"Medical Technology Development at LLNL," by

John Marion. 2 p.m., Bldg. 361 auditorium. Contact: Tehmau Kan, 2-6160.

Friday  
1

### PHYSICS & ADVANCED TECHNOLOGIES

"Evidence for the Leptonic Decay  $D \rightarrow \mu \nu$  at CLEO" by Ilya Narsky, Wilson Laboratory. 10:30 a.m., Bldg.

211, room 227 (uncleared area). Contacts: Doug Wright, 3-2347, or Pat Smith, 2-0920.

Monday  
4

### H DIVISION

"Optical Excitations of Semiconductors from the Exact-Exchange Density-Functional Theory," by Yong-Hoon Kim,

Technische Universitaet Muenchen, Germany. 10 a.m., Bldg. 319, room 205 (open area). Contacts: Giulia Galli, 3-4223, or Nancy Kliment, 2-3760.

### INSTITUTE FOR SCIENTIFIC COMPUTING RESEARCH

"ARIMA Time Series Dynamic Modeling and Forecasting for Adaptive I/O Prefetching," by Nancy Tran, University of Illinois Urbana-Champaign. 10 a.m., Bldg. 451, room 1025 (uncleared area). Contacts: Terry Jones, 3-9834, or Leslie Bills, 3-8927.

Tuesday  
5

### PHYSICS & ADVANCED TECHNOLOGIES

"Clocking Hadronization in Relativistic Heavy-Ion Collisions with Balance Function," by Scott

Pratt, Michigan State University Cyclotron

Laboratory. 10:30 a.m., Bldg. 211, room 227 (uncleared area). Contacts: Ron Soltz, 3-2647, or Pat Smith, 2-0920.

### CHEMISTRY & MATERIALS SCIENCE

"Spontaneously-Formed Surface Nanostructures," by Neal D. Shinn, Sandia National Laboratories, Albuquerque. 11 a.m., Bldg. 235, room 1090 (uncleared area). Contacts: Lou Terminello, 3-7956, or Kathy Gonzales, 3-7023.

Wednesday  
6

### INSTITUTE FOR SCIENTIFIC COMPUTING RESEARCH

"Memory Profiling on Shared-Memory Multiprocessors," by Jeff Gibson, Stanford University.

10 a.m., Bldg. 451, room 1025. Contacts: Jeffrey Vetter, 4-6284, or Leslie Bills, 3-8927.

Tuesday  
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### N DIVISION

"Transverse Momentum Spectra of Identified Hadrons in 130 GeV Au-Au Collisions as Measured in the PENIX

Detector at RHIC," by Jane Burward-Hoy, SUNY, Stony Brook. 10:30 a.m., Bldg. 211, room 227 (uncleared area). Contact: Ron Soltz, 3-2647.

The deadline for the next Technical Meeting Calendar is noon, Wednesday, May 30.

## NEWS OF NOTE



## Lonetree case a reminder to be aware of weaknesses

By Ali Carrigan

NEWSLINE STAFF WRITER

In this high-tech age, many countries are still using old-fashioned spying to garner classified information from the United States.

This was the message driven home in Ken Schiffer's talk about the Clayton Lonetree affair, which took place in Russia in 1985 and 1986. Schiffer, a 30-year veteran of the FBI, is currently the senior counterintelligence officer at Los Alamos National Lab.

According to Schiffer and several other experts, Marine Sgt. Lonetree fit the profile for a "mark" perfectly — he was lonely in Russia, had a troubled childhood, and had access to classified information. After several "chance" meetings with a Russian translator at the embassy, he began to date her, even though the

practice of dating local citizens was frowned upon. She in turn introduced Lonetree to her "uncle" Sasha, a KGB agent. Sasha began to slowly pump Lonetree for information about the embassy. This continued for just over a year, until Lonetree realized that he needed to report the series of incidents. He was court-martialed and sentenced to 30 years in prison.

But according to Schiffer, the Lonetree affair is not a unique incident.

"We see this all the time," Schiffer said. "Take Russia as one example — we have mandated interaction with them, and so we have people with Q clearances over there all the time."

Bill Cleveland, the director of the SAFE program at LLNL, concurs that Lab employees can often find themselves in a delicate situation.

"This information (about Lonetree) is relevant to our needs today, because we are government contrac-

tors who have access to secrets, and we can be targeted by a foreign power for those secrets," Cleveland said.

Schiffer continued his talk by noting some of the lessons learned through this and similar incidents.

"When you travel abroad, you're alone in someone else's territory," he said. "Don't underestimate the skill of their foreign intelligence service, and realize that everybody has a weakness or vulnerability that can be exploited."

He ended by noting that he and Cleveland, his "Livermore counterpart," are in place to protect employees.

"Even if they contact you, let us know. If there's even a little violation of the rules, let us know. We need to know in order to protect our people working abroad."

## Upcoming fair shows families how to play it safe for the summer

By Dale Sprouse

TECHNICAL INFORMATION DEPARTMENT

You can give your family the gift of good health and safety awareness this summer by encouraging your loved ones to join you at the Laboratory's Family Safety and Health Fair on June 27.

Sponsored by the ISM Implementation Team, the fair will be held from 11 a.m. to 1:30 p.m. on the lawn/parking lot area near the Lab pool.

Lab health and safety specialists will be joined by experts from the community to share tips on a wide variety of topics — from fire and highway safety to being safe when working around electricity or playing in the water or camping or hiking.

Children can "ooh and ah" over a California Highway Patrol squad car as officers stress the importance of defensive driving, infant car seats and restraint systems. The CHP officers will also give fairgoers a chance to try on "drinking simulator goggles" that mimic alcohol's effect on vision.

Families with children are expected to gravitate to a Humane Society booth where there will be handouts on dog bite prevention and information on how to prepare the family pet for arrival of a new baby and how to keep a baby/toddler safe from the family pet. There will be puppets and coloring books for children on respecting and being nice to pets, pet stickers and pet-related toy giveaways.

Humane Society representatives also will be on hand to answer questions on animal behavioral training and to make referrals. The "stars" of the Humane Society booth will be three to four safe dogs (members of the society's pet therapy and education teams) for friendly interaction.

The Science and Technology Education Program (STEP) will offer Fun with Science demonstrations with a safety theme. And the Recreation Association will focus on how exercise and relaxation can help alleviate work stress and prolong life. Free massages will be offered to fair goers, a body pump exhibition will be staged at noon and recreation association dance groups will entertain as well as educate. Cyclists can get a free bike safety check courtesy of the Cycletrons.

Health Services and Hazards Control exhibits will focus on snake and bug bites, sun protection, breast and prostate cancer, poison control, and blood pressure and cholesterol checks. There will be handouts from health organizations such as Kaiser Permanente, the American Heart Association and HealthNet.

Handymen and hobbyists are encouraged to watch a demonstration of safety techniques when working with power tools, and sportsmen can pick up tips on safely handling and storing firearms. There will be information on ergonomics as it relates to working on and off the job, and information from the Red Cross on blood drives.

Fairgoers can pick up safety-themed giveaways, quench their thirst with free bottled water or snack on complimentary ice cream. LLESA is arranging for the sale of egg rolls at the fair, while the Environmental Protection Department Safety Committee will be offering a BBQ-lunch for sale.

Families of Laboratory employees attending the fair should park their vehicles in the Sandia lot. The Laboratory's Taxi Service is arranging to have sufficient vehicles on hand to transport employees from their work areas to the fair site and back during the event.

Questions about the fair should be directed to Dale Sprouse, a member of the ISM Communication

Come to the  
**Family Safety & Health Fair**  
June 27  
Pool Picnic Area  
11:00 a.m. to 1:30 p.m.



Planning Team, at 3-3562.

### GAP

Continued from page 3

Homer-Dixon said. "The pilots were able to develop ingenuity — ideas — to save the plane. The NTSB said there should have been no expectation for anyone to survive that crash. I'm suggesting that the situation in the world today is similar to what people in that cockpit faced."

He cited four factors: cognitive overload, inadequate understanding of the problems, time lags and inadequacy of the experts.

In the cockpit of that plane, the flight crew was in cognitive overload, he noted. "They were operating at maximum cognitive level, absorbing information, communicating to others and making decisions as fast as humanly possible."

During the harrowing flight, the pilots requested help from a group of engineers on the ground.

"The engineers had never heard of a problem like this. They had never heard of all three hydraulic sys-

tems shutting down at once. In our world today, the people we anoint as experts are inadequate to the tasks they face," Homer-Dixon said.

Another example of the ingenuity gap can be seen in the American economy and complexity of the market. "The best economists don't know how the American economy is working," he said. "Alan Greenspan is telling us the system is becoming too complex to understand."

The problems facing the world today cross the spectrum, from environmental issues such as climate change and water and land scarcity, to international financial crises. At the societal level, the challenges include a rising resistance to antibiotics, the chronic health care crisis, persistent homelessness and widening gaps between the super rich and everyone else, he said.

"In our daily lives, we're in information overload. It is taking more and more time to manage our information resources, which leaves us with less and less time to think creatively," Homer-Dixon said.

Paradoxically, he noted, at a time when telephones, cell phones, e-mail and the internet are widely available, the world is becoming increasingly fragmented.

In the 1800s, he pointed out, much of the world was agricultural, which meant that people lived similar lives around the planet.

"Now you have a Web designer in Silicon Valley and a woman in Africa who must walk more than five miles for water. That undermines our common sense of humanity, our common sense of wholeness."

He conceded that he doesn't have the answers to these problems. "But one of the starting points is working against fragmentation of a shared reality. We need to perceive ourselves as all in the leaky boat together."

These different worlds will not stay isolated. "The people on the losing side of the ingenuity gap will take it out on those they perceive as winning at their expense. These gaps that are opening up are not good."



# CLASSIFIED ADS

See complete classified ad listings at  
<https://www-ais.llnl.gov/newsline/ads/>

## AUTOMOBILES

1992 - Mustang GT Hatchback 5.0, flowmaster exhaust, tint, AOD shift kit, lowered, Mach II hood, Saleen spoiler and 3.55s. \$8500. 209-836-9082

1990 - Pontiac Firebird, AT, AC, V6, New tires & brakes, runs great, \$2500 510-881-5444

1992 - Eagle Vision, 4dr white all pwr options, 97k mi, \$4500/obo 925-837-6015

1992 - Lincoln Mark VII LSC Sedan 2D, 5.0 liter V8, AT, AC, all options, leather light grey interior, black ext. Runs and looks great, 109K miles, \$7000 510-538-7444

1994 - 1994 Ford Escort Wagon, 67,000 miles, very good condition, manual 5-speed. Original owner, good gas mileage. \$4700 925-754-7424

1989 - Golf gl 4-door, automatic, sunroof, well maintained, in good running order, all receipts of maintenance work available, new stereo with cd \$1500. 925-250-3779

1994 - Jeep Grand Cherokee, V-8, 4 wheel drive, Infinity Stereo, less than 110K miles \$9,750 925-846-3970

1995 - Neon Highline, dark green, 90k, excellent condition. Air cond., CD, ABS brakes. Available June 15. 925-833-8755

1998 - Dodge Grand Caravan SE, White, 31K miles, Loaded, Excellent Condition, must see, \$17K 925-294-8278

1994 - Dodge Vanpool Van, captain chairs, AC front-back, privacy glass, front new tires, well maintained, great condition, \$7500, OBO. 650-281-7817

1996 - Ford T-Bird, 8cyl, 76,000 highway miles, sunroof, alarm, all power-Great Condition \$9,650 OBO 925-449-7657

1979 - Datsun 280ZX 106K miles, runs, \$1200 OBO 925-447-8820

1999 - Toyota Camry LE, 19,343 miles, 5 speed, pwr windows, am/fm /tape/cd player/power locks/ security, like new excellent condition, \$15,400 low book 925-443-9179

1989 - OLDS Cutlass Ciera 2dr, power locks/windows Excell cond/very clean & great MPG. \$3000.00 209-835-6486

1985 - GMC Van Old Pac Bell van runs great. Excellent work van. Ladder rack, new transmission, many extras. \$2200 OBO 925-640-2966

## AUTOMOBILE ACCESSORIES

Roll Bar for full size Pick-up \$50 925-443-5565

Camper Shell - for full size, short bed Ford truck. Blue \$225.00 925-449-8035

## BICYCLES

Girls Murray mountain bike, like new \$30/obo Call after 7, 209-823-5085

Road Bike, Cilo, 58cm chromemoly, Shimano 105, very good condition, \$225 925-443-5549

2 small child bikes w/training wheels; pink/blue/purple w/white tires; \$15 each OBO 925-455-5273

## BOATS

1996 SEA-DOO BOMBARDIER GTS, 3-seater jet-ski and trailer w/ toolbox. Incl vests, large gas can, cover, and some misc. extras. \$4300 OBO. 209-833-7627

1995 19ft Champion F/S 150 Evenrude Entruder, immaculate condition low hours 14.000 obo 925-625-2880

1996 SeaDoo GTI, 3-seater, Low hours, trailer w/utility box, spare tire, and cover. Great condition, garaged, serviced yearly. \$4,500/BO 209-599-1955

18 foot Coleman canoe with two electric motors, battery, floating cushions. \$500.00 OBO 510-797-4291

1971 19 Ft. Johnson I/O with 4 cylinder Chevy & Omc outdrive. \$1100.00 Just put In outdrive. Runs good. Good on fuel. \$1700.00 Leave message 925-240-7009

## CAMERAS

Daylab300 enlarger/processor. Self contained darkroom. 8x10 color prints from 35mm slides or negatives. Set up/stored anywhere. 925-447-6058

## ELECTRONIC EQUIPMENT

HP Laser Jet IIIP printer - in perfect working condition. \$95. 925-426-5625

HiEnd home theater system \$400; PC & monitor \$150; Many LP records, cassette tapes, 4 track tapes & quad player, make offer 925-736-7799

Typewriter-Brother electronic AX-25. Approx 1 page memory. Instruction manual & extra ribbon. Good condition. \$25 925-513-2784

Bitwise DAC for improving CD sound. Cost \$1200. Sell \$75. 925-462-3210

## GIVEAWAY

Tents - 9x9 Int Frame canvas & 6ft nylon umbrella 925-443-5565

Free, two Hamsters, Dwarf, Tame Born April 24 925-447-4521

Frosted glass tub/shower enclosure doors. Sliding doors only. Other hardware did not survive the remodel. 925-961-1089

20 gallon aquariums with some accessories. 925-961-1089

THREE bicycles--Not been used in sometime. Need new tires. 925-449-7262

Excellent condition Sterling Waveless Fiberfill Calif. King water mattress and liner. 925-455-4654

## HOUSEHOLD

Over door shelf, walnut color, never used \$10 925-447-6192

7.5 ft. camelback couch. Lovely light muted tones, newly reupholstered, perfect condition, very comfortable \$500. 925-426-5625

Dryer - Whirlpool gas, almond \$50 925-443-5565

Comfortable matching sofa and love seat. Off white in color and includes WASHABLE couch slip

covers. Great condition. Set for \$300. 925-837-1770

Queen size oak headboard/shelf unit with built in sliding drawers; functional and attractive; \$40 OBO/ Craftsman push lawn mower 1yr old \$30 OBO 925-455-4208

Showtime rotisserie and BBQ as seen on TV with small wood stand. Never been used. Lots of extras. \$200 925-456-6134

Refrigerator GE, white, very good condition, 200\$. Dryer Inglis sterling, white, excellent condition, 150\$. Available June 15. 925-833-8755

Modern walnut office desk (\$125), Sony 17in TV (\$100), electrostatic room airpurifier, relief for allergy sufferers \$95; 925-736-7799

Cabinet, Hi-Fi, Walnut Wood, TV goes on top. 68 inches wide, 21 inches deep, 32 inches high \$250.00 925-447-4521

Baby crib. Like new. Used for visiting grandchild. 925-447-6058

Italian leather couch, chair, & ottoman. Good condition, tan in color. Must see, great deal. \$400 for everything. 925-964-0534

Futon - double bed size, excellent condition, removable / washable cover, very comfortable. \$50. 925-275-9434

Twin mattress & box springs with frame. Excellent condition (2 separate sets available) \$200 each. 925-462-4927

Queen size bedroom set (2 end tables, dresser and 2-poster headboard), \$500 OBO. 925-447-1619

GE dryer, white, extra large capacity, 5 cycles New January 2001. \$200. Available June 14. 925-648-7829

WASHERS-Lady Kenore, energy saver, 5 water levels, 5 temps, \$100 OBO 925-449-6166

## LOST & FOUND

Found in parking lot by north of Bldg 231 a cool cat collar. tell me where it came from and it is yours. 2-7109 925-778-5982

LOST Glasses and case with red rose printed on top. Business cards in case. 925-833-6061

LOST - Mens wedding ring - Five cut outs on top with inset diamonds. Burnished finish. Last seen at Medical approx. three weeks ago. 925-833-6061

A Terry McMillian book was left in the basket of one of the bikes near Trailor 1482. If found please mail to L-130 or call. Thank you 925-931-0676

## MISCELLANEOUS

Miniature lathe. Sherline mod.4000, exc. condition. 8in bed. Dead & live centers, 3-jaw chuck, tool post included. Asking \$325 OBO. 650-364-3448

AGAPANTHUS: Lily of the Nile \$1.50 and \$2 ea. 925-447-6192

Craftsman, 6-1/8-inch, Jointer-planer, 3-blades, ball-bearings, belt-drive, roll around/stand, locking/wheels, owners manual, heavy/duty. \$175.00. 925-447-6099

Tractor- Farmall cub-runs, but needs work \$400.00 925-454-1749

NAPCO Commercial burglar alarm control boxes, 3 available,

make offer, Motorola Mobile (analog) phone+charger \$25 925-736-7799

Jib Crane w/trolley, Able-Howell 8-ft boom, 6-inch I-Beam, swings ~200 deg. Like new. \$300. 209-848-1375

Super Nintendo Deck, 2 controllers, AC adapter, includes four games and instruction manual. Excellent cond. \$65.00 925-443-7752

Campground membership, Resort Parks International park with \$99 fixed annual dues, \$1250 includes transfer fee. 925-684-3709

100+ piece Brio- or Thomas-compatible wooden train set plus train table with storage drawers. Very nice, like new! \$200 takes all. 925-455-5273

Broyhill-Fontana student desk, hutch, chair + glass cover Ex.condition new is \$850 will sell for \$425 for 3-piece(2 separate sets to sell) 925-462-4927

Large Tonka trucks, six to choose from 15.00 EA. 925-447-0558

Kitchen-Aid Washer, Sure-Care, white. Works great; available June 14. \$100 925-648-7829

## MOTORCYCLES

1988 - BMW K100LT, 1000 cc, metallic brown with beige seat, 11K original miles, like new, full bag set, cover, new Metzlers, always garaged. Asking \$6,250. 925-846-1459

1996 - Suzuki RF900 grn/blk 28k Everything goes, tank bag, helmet, gloves etc. svc records \$4500.00 Call 209-983-8750

## MUSIC INSTRUMENTS

Yamaha C trumpet. Professional heavy-wall, silver plated. Excellent condition. Asking \$800 OBO. No mouthpiece or bag included. 650-364-3448

## PETS & SUPPLIES

Free Border Collie mix to a good home. Spayed female, 2 1/2 years old with happy disposition and up-to-date vaccinations. 925-443-5043

1 year old female dog, free to a good home. We moved and do not have the room she needs. Black Lab mixed with smaller herding dog. Very friendly. 925-838-4150

SIMCO western pleasure saddle; 15-1/2 seat \$300.00 209-835-6486

Kittens born April 3. Free to a good home. 925-548-5205

Registered quarter horse/arabian gelding, 20 years old, goes english and western, \$750. 925-447-0343

Free to good home. Little green parrot (Quaker) who loves lots of attention. Cage included. 209-832-3448

2 year old female Aus. Shephard/ Lab mix looking for good home. Loves children. Relocating. 209-823-1022

Complete reef tank setup, 55 gal, oak stand and lid, reef lights, skimmer, pump, all supplies needed for reef or normal set up. \$500 or BO. 925-838-0546

2 Blk Lab fem. pups 11 wks AKC Field Champ Lines. Cert, hips

eyes. Shots & wrmed. Call Frank in Eve, 925-447-3780

Airline travel crate for large dog (24in x 36in x 30in). Good condition. \$25 OBO. 925-447-7585

Wanted: Horse to sponsor. Western pleasure/trail riding. Experienced rider. Liv/Danville area. 925-443-3093

All purpose 16 inch English saddle with stirrups, leathers, pad and cover. Very nice condition. 925-449-8067

Looking for male dachshound mini (smooth hair) to breed with my female dachshound. Please call. 209-521-4846

## RECREATION EQUIPMENT

Pool, above ground 15ft round 4ft deep. Includes ladder, filter/pump, cover, accessories. Needs new liner. \$500.00 uhaul. Call eves. 925-447-3178

Legos set for kids, many pieces and board \$45 or BO 925-736-7799

Original Nintendo GAMEBOY, carrying case. conn. cables for two players, 8 games Excellent Cond. \$ 35.00 925-443-7752

Bird Cage for large bird; 57in. X 25in. X 24in. \$300.00. 209-836-9035

## RIDESHARING

Express your commute, call 2-RIDE for more information or visit the web site at <http://www-r.llnl.gov/tsmp/> for more information

Modesto - Modesto-Carpool needs 1 or 2 riders. Leave Modesto 6:00 to 6:30AM Contact 209-522-7136, ext. 3-3575

Antioch, Oakley, Brentwood - Wanted 1 or 2 people who work 4/10s, and would like to ride share/carpool. 925-625-0513, ext. 3-5551

Modesto - Space available on 14 passenger luxury vanpool, 8-4:30 schedule, \$113/month. 209-521-9047, ext. 2-5177

Oakland - Seat available in Oakland carpool. Route is along I580. Present stops are Keller and 164th. Work schedule is 8:00am-4:30pm. Contact 415-922-5360, ext. 4-3253

Manteca - Need 4th person, ride/drive. Leave Manteca 6:30AM, Leave LLNL 4:00PM. Opening June 1st. 209-823-5593, ext. 3-8539

Walnut Creek - Walnut Creek 14 passenger luxury vanpool has space available, quiet with 2 sleepers, 3 readers, 2 talkers, 1 driver, 8 to 4:45, ext. 22805 925-945-4925

## SERVICES

Used medical supplies and equipment will be sent to Red Cross clinics in Torreon, Mexico. Tax receipt avail. 925-447-7394

Exterior painting - Over 15 yrs experience. Free estimates. 925-447-5132

Tracy Residents: Private swim lessons through 6/20 in the privacy of your pool. 4 Lessons \$65. 5 Years experience, CPR & First Aid Certified. 209-835-5031

TUTORING in high school and college math and chemistry. 925-443-2095

# What to know before you go to the survey Website

## Q. Why is the Lab conducting the survey?

A. Director Bruce Tarter called for the survey as a way to engage employees in the issues that are important to the Laboratory. This is a survey to understand employee views of the LLNL work environment, with the ultimate goal of enhancing the Lab's desirability as an "employer of choice."

The survey will measure broad Laboratory views, identify employees' priorities, identify specific local issues for potential local solutions, benchmark against other laboratories and research facilities, and compare responses to the 1995 survey results.

## Q. Who gets to take the survey?

A. The survey is available to all LLNL payroll employees, except bargaining unit personnel.

## Q. Why can't supplemental labor employees take the survey?

A. LLNL is not the administrative employer of supplemental labor employees, and many of the potential actions that could result from this survey would not directly affect them. This is consistent with the approach taken in the 1995 survey.

## Q. Why should I take the survey? It does not seem like anything ever happened from the 1995 survey.

A. Actually, several Lab programs were developed as a result of the 1995 survey. The ombuds program, mandatory supervisor training, mentoring programs, key improvements to career development and job postings are just a few of the Laboratory enhancements generated from the 1995 survey.

This survey is a chance for all employees to speak their mind on issues that are important to them, to the Laboratory, and its workforce

## Q. What kind of questions will this survey ask?

A. General issues addressed in survey questions include job satisfaction/work environment; career development and retention; diversity and equal opportunity; work/life balance; and overall management of the Lab.

## Q. Who put the survey together?

A. The survey was developed by International Survey Research (ISR), an internationally recognized expert in this field. This firm also conducted the 1995 employee survey. For this survey ISR consulted with a steering committee and employee groups assembled



to assist in identifying areas of concern to be addressed in the survey. The survey was then pre-tested by small groups of randomly selected employees. This process provided important information to ISR regarding the content, the ease of responding in the proposed format, the clarity of the questions being asked, and any

technical concerns identified in testing of the Web-based survey.

## Q. How do I take the survey?

A. There are two options, either on the Web or in booklet form. Any employee who prefers to take the survey in booklet form can obtain one through his or her directorate point of contact. For those who take the survey on the Web, it will be conducted from the Web site of the survey research firm. Therefore employees can access the site from any location, for example, their home, or, even a cyber café.

## Q. How do I find my directorate point of contact?

### A. Points of contact are:

Administration: Margaret Single, 3-6611

BBRP: Candace Lewis, 3-3841

C&MS: Jana Vargas, 2-6091

Computation: Debbie Lofrisco, 2-0433

DNT: Jennifer Petersen, 4-3160

Patti Lann, 3-0815

Energy & Environment: Carla Lewis, 2-6475

Gloria Baker, 2-9863

Laboratory Services: Bunny Kundert, 2-0621

NAI: Jeanne Rogers, 3-1838

NIF: Anika Rodda, 3-1329

PAT: Shelley Rose, 3-4678

Safety, Security & Environmental Protection:

Manny Lateiner, 3-6398

Engineering: Candace Miranda, 2-3342

Chief Financial Officer: Alison Giroto, 3-1165

Director's Office: Patti Carter, 2-7401

## Q. How long will the survey be available?

A. The Web-based survey is available online from May 29 to June 22. The deadline for returning the survey booklets to ISR will be June 15. The deadline is shorter for booklet versions of the survey to allow ISR ample time to scan the data into its system.

## Q. How do I know my answers will be kept confidential?

A. The ISR Website is located in Chicago on a protected server. Each employee will be given his/her own

six-digit password randomly generated by ISR. That password will be sealed in an envelope, along with instructions for taking the survey. All the sealed password envelopes will be shipped to LLNL and then addressed and mailed to employees at their L-codes. Passwords are not tied to any employee list; so employees may swap passwords with their co-workers if they wish.

## Q. Why do I need a password?

A. The password helps ensure that the survey is kept confidential and anonymous. It also protects other ISR customers and non-Laboratory employees from gaining access to the survey.

## Q. Can I still take the survey on a computer at the Lab, even if I don't have regular access to one in my workplace?

A. Several computer stations are available across the Lab to accommodate employees who do not have regular access to one. Computers are available in the TID Library, Trailer 4727; the Hazards Control Training Center, Trailer 2679; and the Lab Training Center, Trailer 1879. Also check with your supervisor or your directorate's survey point of contact for local accessibility.

## Q. What if I complete the survey on the Web, submit it to ISR, and then want to change my answers?

A. Answers cannot be changed after the survey has been submitted. This is why it is important that employees read the instructions first and make sure they understand all directions before completing and submitting the survey. Once a Web-based survey has been submitted, the password will be removed from the active list and the employee will not be able to re-access his/her survey.

## Q. Once the surveys are completed, what happens next?

A. ISR will do a thorough analysis of the data. ISR staff will return to the Lab in late summer to present the survey findings to employees and management. Survey data will be posted on the Web. In the next few months the Steering Committee with input from other interested groups will work to develop the process that will be used to review the results and present proposed action items to the Director for consideration and implementation.

For more questions and answers, see the Newsline Web page at <http://www.llnl.gov/PAO/Newsstand/internal-comm.html>

## CLASSIFIED ADS

### SHARED HOUSING

Room for rent \$325.00/mo. share utilities, house priv., Pref. Male. Most pets okay. Separate bath.N/S. Leave message. 209-522-4741

San Leandro - Female/NS/ND to share 2bdm. apt. Own bdrm. & bath. 2 blks. to BART. Secured bldg.& parking. \$650/mo. incl. util. \$400 dep. 510-915-0915

Modesto - renter wanted, non-smoker, house privileges, w/d, \$425.00 per month, includes utilities. 209-492-0270

### TRUCKS & TRAILERS

2000 - DODGE DURANGO 5.9L-V8 4X4. Power everything, cruise, front/rear AC, 3-row-seat, KENWOOD-CD, tinted windows, tow, Mickey Thompson tires. \$27,600 OBO. 209-833-7627

1997 - Ford Explorer, 5 sp. stick shift. 4w/d. exc cond. 77500 mi.

\$18000 obo. 925-447-4224

1950 - Tractor, Farmall, 30-hp, 3 pt lift, pto. runs good but needs some items fixed. \$750, no implements. call late eve. 209-847-1231

2000 - Eddie Bauer Expedition. 32K Miles Mostly Highway. All services performed. New Breaks on all 4 wheels. Yakima Roof Rack. Asking 26,500.00 OBO 925-820-6839

2001 - Nash Trailer. 19 ft. Stove/Microwave/Oven/Shower/Heat/AC/Refrig/Freeze/CD/Shocks. Used twice. \$14,900 OBO. 925-699-9057

1993 - Ford Ranger XLT 4x4, Extra Cab, 4.0 L V6, 5 speed, only 28.7K miles. Bedliner Alloy wheels with new tires \$9200. 925-443-8191

1993 - Ford F150 4x4, Extra Cab, Bed Liner (Ford), Tow Package, AT Tires (1 year old), \$11,900, 925-449-5564

1973 - Winnebago, class C, 20

foot Dodge motorhome. 360 engine. Good condition \$4000/BO. 925-454-1422

1999 - Ford Explorer Sport, 2WD, Manual, PS,PD,PW,CC, Tilt, Tow, Rack, Privacy Glass, CD/Cassette, Black/Gray, 48,000 miles; \$15,500 OBO 209-892-6255

### VACATION RENTALS

MAUI-Kihei spacious 2-bedroom oceanfront condo: ocean view, beautiful white sandy beach, pools, tennis, BBQ, snorkeling, pro golf nearby. Low rates. 925-846-1459

HOME EXCHANGE WANTED Will exchange our Red Rocks Sedona Arizona home for one by the lab and our grandchildren. 2-4 weeks this summer. 520-282-9309

SOUTH LAKE TAHOE - 3 Bedroom 2 Bath Chalet, nicely furnished, all amenities,Homeowners park w/Lake,tennis etc., Great for Families!!Reserve Now for Summer! 209-599-4644

Twain Harte - Fully furnished.2bdr 2full bath.Washer,dryer, Cable TV,VCR,microwave,dishwasher and more. Close to Pinecrest Lake.\$150wknd \$300wk. 925-443-2808

Maui, HI - Kahana Reef oceanfront 1BR/1BA condominium. Beautiful two-island view, oceanside pool, and BBQs. Low LLNL rates for year-round reservations. 915-449-0761

Kona, Hawaii - Alii Lani Condos 2 bdrm/2bath, avail. begin 10/1/01, ocean view, pool. Low LLNL rates for new condo year-round reservations. 925-833-6061

### WANTED

Want to buy good condition nylon string acoustic guitar with case 925-447-2076

French student looking to stay with an American family 3 wks in July. 17yrs. Friendly. Likes music. Loves to ride horses, Plays piano. 925-447-8997

Lost telephone number for custom made cabinets and entertainment center. 209-892-6186

Wanted - Kayak: single, sit on top like the Ocean Frenzy. 209-521-9047

East Avenue Middle School parents: help keep the MathCounts competitive mathematics program alive next year! Call Summers (evenings). 925-455-9567

Breadmaker, in good working condition. 925-443-0743

Wanted, moving boxes, free. 925-443-0536

Newer model Power Wheels Barbie Jeep, or boys Jeep Wrangler. Both must seat 2 w/12 volt battery. Will pay reasonable price depending on condition. 209-833-1963

Unused RV storage space near Livermore area? I will pay you to store our 26ft long, 8ft wide trailer. Call 6PM to 9PM. 925-373-9608

## JOBS

Continued from page 1

"It was a great success," said Patty Revell, one of the Human Resources staff helping to run the fair. "I was particularly impressed by how the technical recruiters and volunteers were so customer-focused. This showed in our evaluations. Many respondents remarked how the job fair had improved their image of the Lab."

"It was a great way to become familiar with the general functions of LLNL, as well as a good opportunity to explore some specific areas. Great job!" said one form.

"This was a great job fair. The presentation (film, posters) was excellent. A lot of planning went into this job fair. On a scale of 1 to 10, I rate it an 11!" said another.

Yet one more said, "Everyone I talked with was very kind and informative. After talking with different people, I feel it would be exciting to possibly work at LLNL."

All together, over 1100 resumes were received as a result of the fair, with more arriving daily from the residual publicity. Hobson said her original goal was to get at least an acknowledgement to each applicant

within a week of the fair, but the overwhelming numbers are likely to prevent that.

"From the screening at the fair, recruiters were able to set up 30 actual interview dates," continued Hobson. "Our hope is that the first hires will be within a couple of weeks, and we hope to sort through all the applications within two months."

Many of the resumes submitted were not for either Engineer or Computation. Hobson said she would be forwarding hundreds of them on to other directorates.

"We have resumes for tech writers, artists, every possible job. This is a benefit for the whole Lab," she said.

The driving force behind the job fair was Hobson and her co-chair, Mark LaChapell, engineer with Defense Sciences.

"They really picked up the whole idea and put it together," said Dave Pehrson, deputy associate director for Engineering. "They built a team, gained momentum, developed all of the logistics and showed what real leadership is all about."

The project started in March, and came to fruition in just a few weeks.

"The original idea came from Patty Revell and Jens Mahler (deputy associate director for Mechanical

Engineering)," said Hobson. "The Engineering directorate is looking to fill over 100 positions this year, so we needed to look at a lot of people, quickly. The idea just took off."

LaChapell remarked that the fair had emphasized the Lab's mission of science in the national interest, to which the applying public had enthusiastically responded.

"It clearly exceeded expectations," he said, "and it was a lot of fun to see such positive interaction of Lab people with the public."

Hobson spoke of one encounter she found particularly heartwarming.

"As one person I already knew passed through the lobby, I remarked on our surprise at the turnout. Her response was 'Everyone wants to work at Lab. You shouldn't be surprised. I admire everyone I know who works at the Lab.'"

This success of the job fair will be able to stand as a blue print for future events, if needed. "We have many wonderful Lab employees to thank for helping us advertise, pulling displays together and working at the Job Fair. This kind of event reminds us of the reasons we enjoy working here — great people, great location, great benefits and great science," Hobson concluded.

## LAB

Continued from page 1

Areas of research initially targeted for budget cuts include nonproliferation and international security and environmental remediation. While areas of research such as the biosciences and energy should be on the same level as the FY01 budget, Tarter said even some of those areas could also see dramatic change, particularly in energy research. The current energy crisis and the need for emerging technology could mean significant changes in the initial FY02 budget allotment, Tarter said.

"It should be a pretty interesting summer as we watch the review process play out," Tarter said. "In the end I expect the Lab to be on course."

Tarter also spent a few moments talking about the formation of the National Nuclear Security Administration. He praised Gen. John Gordon, NNSA Administrator, for building the organization and a long-term stable budget during the transition between

two administrations. Approximately 82 percent of the Lab's funds are now controlled by NNSA.

"The NNSA has had a slow start because of transitional difficulties that come from changing administrations," Tarter explained. Now that Gordon is on the way to building "a good, strong five year budget," he must continue to build the organization and "fill positions," Tarter said, adding that the Lab's "contribution to that is Bob Kuckuck," who recently retired as deputy director and was then appointed NNSA's acting principal deputy administrator.

Tarter then turned to the recently signed contract between the University of California and the Department of Energy, which establishes a stronger role for management oversight by adding expertise, promotes best practices between the Los Alamos, Lawrence Livermore and Lawrence Berkeley labs and calls for the appointment of a new vice president to act as a single point of contact.

John McTague, the former vice president of Ford Motor Company, was appointed last week by the UC

Regents to take on that role. "John is a first-rate guy and I cannot think of a better person to take on the job."

"UC now has a new framework, and the Lab will be very responsive," Tarter said.

Tarter then introduced the six new ADs: Steve Hunt, Laboratory Services; Jan Tulk, Laboratory Administration; Den Fisher, Safety, Security & Environmental; Dona Crawford, Computation; Bill Goldstein, Physics & Advanced Technologies; and C.K. Chou, Energy & Environment. Michael Anastasio will step away from his role as AD for Defense & Nuclear Technologies to become the deputy director for Strategic Operations.

Tarter said he will appoint a search committee and hopes to find a new AD for DNT within one to two months. He also expects to name a new AD for Biology and Biotechnology Research soon.

For more information on the new senior managers, see the Web page at <http://www.llnl.gov/llnl/06news/NewsMedia/directors.html>.

## SURVEY

Continued from page 1

place due to new polices and procedures regarding safety and security, a booming economy and competing pressures from Silicon Valley that have hindered the Lab's ability to recruit and retain, and numerous review panels and external oversight.

"People have made numerous comments on ways to respond," Tarter said. "Some we can respond to and some require trade-off."

Tarter said a survey is the best way to find what that tradeoff is. Tarter called for the survey back in January as a way to measure broad Laboratory views, identify employees' priorities; identify specific local issues for potential local solutions; solicit data; and benchmark against other laboratories.

"In order for us to make positive impacts, we must

know what you are experiencing, what you think about your work environment and how you view the quality of life at the Lab," Tarter said.

The survey will take approximately 30 minutes to complete, can be conducted via the Web or in booklet form, and will be completely confidential. Questions focus on issues such as job satisfaction and work environment; growth opportunities, career development and retention issues; diversity and equal opportunity issues; work/life balance issues; and overall management of the Lab.

In putting the survey together, ISR consulted with a Lab steering committee, various employees and employee interest groups, post-docs, foreign nationals, first-line supervisors and senior management in order to formulate questions that will guarantee a "broad range of responses."

"There will be a lot of issues in this survey that

will be of vital interest to some groups but not as much interest to others," Tarter explained. "But as we learned during the presidential election in November, one vote does matter." Through the survey the Lab will be able to respond to interests "that didn't get the majority vote."

"We need to better understand the needs of today's employees in order to assure that we maintain the high-quality workforce that has served the Laboratory so well," Tarter added. "Our understanding of these issues, which is also central to our ability to take advantage of the increasingly diverse workforce of the 21st century, is critical to the future of the Laboratory."

The survey will be available to employees via the Web through June 22. For those who wish to take the survey via booklet form, the survey is due June 15. For more information on the employee survey, see the accompanying story, page 7.

## Fact-finding tour

William Simon Jr. (second from left), a prospective candidate for California governor, came to the Lab Wednesday to learn about various programs. Brian Andresen (left) and AD Wayne Shotts (third from left) escorted Simon, along with various members of the press, through the Forensic Science Center.



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